

COLLECTIVE BARGAINING AGREEMENT

1995 AND 1996

**TOWNSHIP OF GREENWICH
STATE OF NEW JERSEY
COUNTY OF WARREN**

AND

WARREN COUNTY P.B.A. LOCAL 280

THIS AGREEMENT ENTERED INTO THIS 7TH DAY
OF FEBRUARY 19 95, BETWEEN THE TOWNSHIP OF GREENWICH, IN THE
COUNTY OF WARREN, STATE OF NEW JERSEY, HEREINAFTER REFERRED TO AS
THE "TOWNSHIP" AND WARREN COUNTY POLICEMEN'S BENEVOLENCE
ASSOCIATION LOCAL 280 HEREINAFTER REFERRED TO AS THE ASSOCIATION
REPRESENTS THE COMPLETE AND FINAL UNDERSTANDING OF ALL
BARGAINABLE ISSUES BETWEEN THE TOWNSHIP AND THE ASSOCIATION.

TABLE OF CONTENTS

ARTICLE I	DEFINITIONS
ARTICLE II	VACATIONS
ARTICLE III	HOLIDAYS
ARTICLE IV	OVERTIME
ARTICLE V	SALARIES
ARTICLE VI	CLOTHING AND EQUIPMENT
ARTICLE VII	INSURANCE BENEFITS
ARTICLE VIII	PENSION
ARTICLE IX	WORK INCURRED INJURY
ARTICLE X	SICK LEAVE
ARTICLE XI	FUNERAL LEAVE
ARTICLE XII	GRIEVANCES AND ARBITRATION
ARTICLE XII	MANAGEMENT RIGHTS
ARTICLE XIV	SEPARABILITY AND SAVINGS
ARTICLE XV	TERM AND RENEWAL
ARTICLE XVI	SALARY SCHEDULE

ARTICLE I

DEFINITIONS

EMPLOYEE:	A FULL-TIME MEMBER OF THE GREENWICH TOWNSHIP POLICE DEPARTMENT
EMPLOYER:	THE TOWNSHIP OF GREENWICH, WARREN COUNTY, NEW JERSEY
PROBATIONARY PERIOD:	ONE (1) YEAR FROM THE DATE OF APPOINTMENT AND HAS SUCCESSFULLY COMPLETED A POLICE TRAINING ACADEMY APPROVED BY THE NEW JERSEY POLICE TRAINING COMMISSION (L.O. 2-3.7)
PATROLMEN TRAINEE:	THE PERIOD FROM AN EMPLOYEES DATE OF APPOINTMENT UNTIL HE OR SHE HAS COMPLETED A APPROVED POLICE TRAINING ACADEMY.
REGULAR PAY RATE:	THE EMPLOYEES ANNUAL PAY RATE EXCLUSIVE OF OVERTIME PAY OR OTHER SPECIAL ALLOWANCES.
OVERTIME RATE:	THE EMPLOYEES RATE OF PAY FOR HOURS WORKED OVER AND ABOVE THE NORMAL FORTY HOUR WORK WEEK.
SENIORITY:	ACCUMULATED LENGTH OF ACTIVE SERVICE WITH THE GREENWICH TOWNSHIP POLICE DEPARTMENT. COMPUTED FROM THE EMPLOYEES DATE OF HIRE.

ARTICLE II

VACATIONS

A. EMPLOYEES SHALL BE GRANTED VACATION LEAVE WITH PAY AS FOLLOWS:

<u>YEARS OF SERVICE</u>	<u>ANNUAL LEAVE</u>
UP TO ONE YEAR OF SERVICE	NOT TO EXCEED TEN DAYS BASED ON ONE DAY PER MONTH OF SERVICE
ONE YEAR THRU FOUR YEARS	TEN WORKING DAYS
FIVE YEARS THRU FOURTEEN YEARS	FIFTEEN WORKING DAYS
FIFTEEN YEARS THRU RETIREMENT	TWENTY WORKING DAYS

- B. ALL REFERENCES AFOREMENTIONED TO YEARS OF SERVICE SHALL MEAN YEARS OF SERVICE CALCULATED FROM THE DATE OF APPOINTMENT TO THE GREENWICH TOWNSHIP POLICE DEPARTMENT. ALL VACATION TIME SHALL VEST AT THE BEGINNING OF THE CALENDAR YEAR.
- C. THE CHIEF OF POLICE SHALL DETERMINE THE VACATION SCHEDULE, GIVING PREFERENCE TO THE EMPLOYEE CHOICE ACCORDING TO RANK AND THEN SENIORITY IN RANK.
- D. AN OFFICER WHO IS ENTITLED TO VACATION TIME AT THE TIME OF HIS RETIREMENT, DEATH, OR VOLUNTARILY RESIGNS SHALL BE COMPENSATED AT HIS HOURLY RATE OF PAY FOR ALL UNUSED VACATION TIME WITH HIS CONCLUDING PAYROLL PAYMENT.
- E. AN EMPLOYEE SHALL HAVE SIX MONTHS OF SERVICE PRIOR TO USING ANY VACATION TIME. VACATION TIME SHALL ACCRUE DURING THIS SIX MONTH PERIOD, AT ONE DAY PER MONTH. AFTER THE SIX MONTH PERIOD, THE EMPLOYEE IS ENTITLED TO THE FULL TEN DAYS OF VACATION. IF THE EMPLOYEE SHALL LEAVE THE GREENWICH TOWNSHIP POLICE DEPARTMENT FOR OTHER EMPLOYMENT DURING THE SIX MONTH PERIOD, HE IS NOT ENTITLED TO ANY COMPENSATION FOR UNUSED VACATION TIME.

ARTICLE III

HOLIDAYS

- A. EMPLOYEES SHALL RECEIVE TEN PAID FLOATING HOLIDAYS EACH YEAR.
- B. PAYMENT FOR FLOATING HOLIDAYS SHALL BE MADE IN ONE LUMP SUM ON THE FIRST PAY PERIOD IN DECEMBER. THE AMOUNT OF COMPENSATION SHALL BE EQUIVALENT TO THE EMPLOYEES HOURLY RATE OF PAY (STRAIGHT TIME) MULTIPLIED BY THE NUMBER OF HOURS IN THE SCHEDULED WORK DAY. THIS IS IN ADDITION TO HIS REGULAR SALARY.
- C. FLOATING HOLIDAYS MAY BE USED INDIVIDUALLY AS PERSONAL DAYS OR GROUPED TOGETHER AS VACATION DAYS.
- D. FLOATING HOLIDAYS MAY BE TAKEN AS TIME OFF IN LIEU OF MONETARY COMPENSATION FOR EACH DAY USED. ONE HOLIDAY IS EQUAL TO ONE SCHEDULED WORK DAY.

ARTICLE IV

OVERTIME

- A. OVERTIME SHALL BE DEFINED AS THE TIME WORKED BY AN EMPLOYEE IN EXCESS OF THE REGULAR SCHEDULED WORK DAY REQUIREMENT WITHIN THE FORTY HOUR WORK WEEK OR THE EMPLOYEES REGULAR SCHEDULED DAY OFF.
- B. OVERTIME SHALL BE COMPUTED AT A RATE OF ONE-HUNDRED FIFTY PERCENT OF THE EMPLOYEES STRAIGHT TIME PAY RATE.
- C. THE EMPLOYEE SHALL AT HIS DISCRETION IN LIEU OF CASH PAYMENTS FOR OVERTIME TAKE COMPENSATED TIME OFF AT THE SAME ONE HUNDRED FIFTY PERCENT. THIS TIME OFF SHALL BE APPROVED BY THE POLICE CHIEF.
- D. WITH RESPECT TO THIS ARTICLE ANY PART OF AN HOUR CONSTITUTES AN HOUR.
- E. OVERTIME SHALL ACCUMULATE UNTIL USED BY THE EMPLOYEE, DETERMINATION OF PAYMENT FOR OVERTIME OR TAKING COMPENSATORY TIME OFF, AT THE DISCRETION OF THE CHIEF OF POLICE MUST BE MADE WITHIN THIRTY DAYS OF INCURRENCE. COMPENSATORY TIME OFF MAY BE CARRIED FORWARD UP TO NINETY DAYS , IF NOT TAKEN LOST WITHOUT COMPENSATION.
- F. CALL OUTS FOR COURT, TO ASSIST OTHER MEMBERS OF THIS DEPARTMENT, OR OTHER OFFICIAL BUSINESS SHALL BE FOR AN MINIMUM OF TWO HOURS.

ARTICLE V

SALARIES

- A. THE BASE ANNUAL SALARIES FOR POLICE OFFICERS COVERED BY THIS AGREEMENT SHALL BE AS CONTAINED IN SCHEDULE A AND B ANNEXED HERETO.
- B. NEW EMPLOYEES ENTERING THE ACADEMY SHALL BE COMPENSATED IN ACCORDANCE WITH STEP 1. UPON COMPLETION OF TRAINING AT A CERTIFIED POLICE TRAINING ACADEMY POLICE OFFICERS SHALL BE COMPENSATED AT STEP 2. THEREAFTER STEP MOVEMENT SHALL OCCUR ANNUALLY BASED UPON THE POLICE OFFICERS COMPLETION OF TRAINING DATE.
- C. NOTHING HEREIN SHALL PROHIBIT THE TOWNSHIP OF GREENWICH FROM HIRING A TRAINED POLICE OFFICER AT ANY STEP THAT THEY DESIRE.

ARTICLE VI

CLOTHING AND EQUIPMENT

- A. THE TOWNSHIP OF GREENWICH SHALL PROVIDE ALL UNIFORMS AND EQUIPMENT, INCLUDING FIREARMS AND AMMUNITION, AS PRESCRIBED BY THE CHIEF OF POLICE AND ALLOWED FOR IN THE POLICE BUDGET.
- B. THE TOWNSHIP SHALL PAY FOR ALL CLEANING AND MAINTENANCE OF UNIFORMS AND EQUIPMENT.

ARTICLE VII

INSURANCE BENEFITS

- A. THE TOWNSHIP OF GREENWICH SHALL PROVIDE FOR ENROLLMENT FOR THE POLICE OFFICERS IN THE HOSPITAL AND MEDICAL COVERAGE PLAN PRESENTLY IN EXISTENCE FOR THE TOWNSHIP EMPLOYEES OR BETTER.
- B. THE TOWNSHIP OF GREENWICH SHALL PROVIDE A DENTAL PLAN FOR THE TOWNSHIP POLICE OFFICERS.
- C. THE TOWNSHIP OF GREENWICH SHALL PURSUANT TO THE NEW JERSEY STATUTES PROVIDE FOR FULL SERVICES WHERE ACTIONS ARE BROUGHT AGAINST A POLICE OFFICER.
- D. THE TOWNSHIP OF GREENWICH SHALL PROVIDE FALSE ARREST AND VICARIOUS LIABILITY INSURANCE. THE STANDARD OF INSURANCE PRESENT AS OF JANUARY 1, 1995, SHALL BE MAINTAINED OR IMPROVED. LIABILITY COVERAGE'S TO \$1,000,000.00 EACH PERSON-EACH OCCURENCE-ANNUAL AGGREGATE SUBJECT TO A \$2,500.00 EACH LOSS DEDUCTIBLE INCLUDING LOSS AND EXPENSE.

ARTICLE VIII

PENSION

- A. THE TOWNSHIP OF GREENWICH SHALL PROVIDE FOR THE PENSION AND RETIREMENT BENEFITS TO THE POLICE OFFICERS COVERED BY THIS AGREEMENT PURSUANT TO THE PROVISIONS OF THE STATUTES AND LAWS OF THE STATE OF NEW JERSEY.
- B. THE POLICE DEPARTMENT MEMBERS SHALL BE ENROLLED IN THE POLICE AND FIREMEN'S RETIREMENT SYSTEM.

ARTICLE IX

WORK INCURRED INJURY

- A. THE TOWNSHIP OF GREENWICH SHALL CONTINUE TO PAY A BASE WEEKLY SALARY FOR ANY OFFICER WHO INCURS AN INJURY ON THE JOB. WHILE ANY WORKMEN'S COMPENSATION INSURANCE, TEMPORARY DISABILITY BENEFITS SHALL BE ASSIGNED TO THE TOWNSHIP.

ARTICLE X

SICK LEAVE

- A. SICK LEAVE IS DEFINED AS THE ABSENCE OF A POLICE OFFICER BECAUSE OF ILLNESS, EXPOSURE TO CONTAGIOUS DISEASE, OR NON-WORK RELATED INJURY.
- B. SICK LEAVE SHALL OCCUR FOR REGULAR FULL TIME POLICE OFFICERS AT THE RATE OF TEN DAYS PER YEAR AND SHALL ACCUMULATE UP TO 100 DAYS TEN AFTER, FULL TIME POLICE OFFICERS SHALL CONTINUE TO RECEIVE TEN DAYS PER YEAR AND THE TOWNSHIP SHALL PAY FOR ONE HALF OF ALL DAYS OVER THE 100 DAYS THAT HAVE ACCUMULATED WITH THE OFFICERS FIRST PAY PERIOD IN THE FOLLOWING YEAR.
- C. IF THE ABSENCE FROM WORK IS FOR THREE OR MORE CONSECUTIVE DAYS DUE TO ILLNESS A DOCTORS REPORT SHALL BE REQUIRED TO BE SUBMITTED PRIOR TO THE EMPLOYEE RETURNING TO WORK AT THE EMPLOYEES EXPENSE. IF THE TOWNSHIP REQUIRES THE EMPLOYEE TO GO TO A DOCTOR OR MEDICAL FACILITY THEN THIS WILL BE AT THE TOWNSHIP EXPENSE.
- D. IF A OFFICER IS ABSENT FROM WORK FOR REASONS THAT ENTITLE HIM/HER TO SICK LEAVE THE CHIEF OF POLICE OR SENIOR OFFICER MUST BE NOTIFIED AT LEAST TWO HOURS PRIOR TO THE START OF THE SHIFT. FAILURE TO DO SO MAY BE CAUSE FOR DENIAL OF THE SICK LEAVE.
- E. IN THE EVENT THE OFFICER UTILIZES PAID SICK LEAVE AND ALSO RECEIVES INCOME FOR THE SAME PERIOD FROM A COLLATERAL SOURCE SUCH AS TEMPORARY DISABILITY BENEFITS, THE INCOME FROM THAT COLLATERAL SOURCE SHALL BE RETURNED TO THE TOWNSHIP. PROVIDED HOWEVER THAT ANY INCOME FROM A PRIVATE COLLATERAL SOURCE NEED NOT BE RETURNED.

ARTICLE XI

FUNERAL LEAVE

- A. POLICE OFFICERS SHALL RECEIVE THE FOLLOWING LEAVE OF ABSENCE WITH PAY IN THE EVENT OF THE DEATH OF ANY OF THE FOLLOWING. THE LEAVE SHALL BE FOR THREE DAYS. SPOUSE, CHILD, PARENT, BROTHER, SISTER, GRANDPARENT, MOTHER-IN-LAW, FATHER-IN-LAW SISTER OR BROTHER-IN-LAW.
- B. POLICE OFFICERS SHALL RECEIVE THE FOLLOWING LEAVE OF ABSENCE WITH PAY TO ATTEND THE FUNERAL OF THE FOLLOWING FOR ONE DAY. AUNT, UNCLE, NIECE, NEPHEW.
- C. ALL SUCH LEAVE SHALL NOT BE TAKEN UNTIL THE IMMEDIATE SUPERVISOR IS NOTIFIED AT THE INSTANCE OF BEREAVEMENT.

LEAVE OF ABSENCE WITHOUT PAY

- A. LEAVE OF ABSENCE SHALL BE GRANTED BY THE CHIEF OF POLICE IN COMPLIANCE WITH ARTICLE. IN CASE OF ILLNESS, NO LEAVE OF ABSENCE SHALL BE GRANTED FOR MORE THAN THREE DAYS DURATION UNLESS A CERTIFICATION FROM A LICENSED PHYSICIAN IS PRESENTED TO THE CHIEF OF POLICE UPON RETURN TO DUTY.

ARTICLE XII

INTERNAL GRIEVANCES AND ARBITRATION PROCEDURE

- A. THE POLICE CHIEF OR HIS DESIGNEES SHALL RECOGNIZE AND DEAL WITH THE MEMBERS OF THE POLICE DEPARTMENT FOR THE ADJUSTMENT OF ANY GRIEVANCES WHICH MAY ARISE IN ACCORDANCE WITH THE CURRENT AGREEMENT AGREED UPON BY THE TOWNSHIP COMMITTEE AND THE EMPLOYEES OF THE POLICE DEPARTMENT.

THE PURPOSE OF THIS PROCEDURE IS TO SECURE AT THE LOWEST POSSIBLE LEVEL AN EQUITABLE SOLUTION TO THE PROBLEMS WHICH MAY ARISE AFFECTING THE ITEMS AND CONDITIONS OF THIS AGREEMENT. IT IS ALSO TO RESOLVE GRIEVANCES AS SOON AS POSSIBLE SO AS TO SECURE EFFICIENCY AND PROMOTE EMPLOYEE MORALE. THE PARTIES AGREE THAT THIS PROCEDURE WILL BE KEPT AS INFORMAL AS MAY BE APPROPRIATE.

GRIEVANCES ARE DEFINED AS ANY DISPUTE OR CONTROVERSY BETWEEN THE PARTIES WITH RESPECT TO THE INTERPRETATION, APPLICATION, OR VIOLATION OF POLICIES, AGREEMENTS, AND ADMINISTRATIVE DECISIONS AFFECTING EMPLOYEES.

- B. INTERNAL GRIEVANCE PROCEDURE
- C. STEPS OF THE GRIEVANCE PROCEDURE

STEP ONE:

- A. AN AGGRIEVED EMPLOYEE SHALL INSTITUTE ACTION UNDER THE PROVISIONS HEREOF WITHIN TEN (10) DAYS OF THE ACT BEING GRIEVED BY FORMALLY IN WRITING ADVISING HIS IMMEDIATE SUPERIOR. AN EARNEST EFFORT SHALL BE MADE TO SETTLE THE GRIEVANCE. FAILURE TO ACT WITHIN THE SAID TEN DAYS SHALL BE DEEMED TO CONSTITUTE AN ABANDONMENT AND WAIVER OF THE GRIEVANCE. THE IMMEDIATE SUPERIOR SHALL RENDER A DECISION WITHIN THREE (3) DAYS AFTER RECEIPT OF THE GRIEVANCE.

STEP TWO:

- A. IN THE EVENT THE GRIEVANCE IS NOT SETTLED BY STEP ONE, THE GRIEVANCE SHALL BE REDUCED TO WRITING BY THE GRIEVANCE SETTING FORTH THE NATURE OF THE GRIEVANCE, THE FACTS UPON WHICH IT IS BASED, THE PROVISIONS OF THE AGREEMENT

ALLEGEDLY VIOLATED, AND THE REMEDY REQUESTED. IT SHALL BE SIGNED BY THE GRIEVANCE AND FILED WITH THE CHIEF OF POLICE OR OTHER EMPLOYER DESIGNATED IN STEP ONE. THE CHIEF OF POLICE OR OTHER EMPLOYER DESIGNATED REPRESENTATIVE SHALL RENDER A DECISION IN WRITING WITHIN SEVEN (7) DAYS FROM THE RECEIPT OF THE GRIEVANCE.

ARTICLE XII

INTERNAL GRIEVANCES AND ARBITRATION PROCEDURE

STEP THREE:

A. IN THE EVENT THAT THE GRIEVANCE IS NOT SETTLED BY STEP TWO THEN WITHIN TWO DAYS FOLLOWING THE DETERMINATION OF THE CHIEF OF POLICE OR OTHER EMPLOYER DESIGNATED REPRESENTATIVE THE MATTER SHALL BE FILED WITH THE TOWN COUNCIL, WHO SHALL RENDER A DECISION IN WRITING WITHIN TEN DAYS AFTER THE FIRST COMMITTEE MEETING FOLLOWING THE SUBMISSION OF THE GRIEVANCE.

C. TIME

THE TIME LIMITS SET OUT HEREIN SHALL BE STRICTLY ADJURED TO AND THE FAILURE TO PROCESS A GRIEVANCE TO THE NEXT STEP WITHIN THE SPECIFIED TIME LIMIT SHALL BE DEEMED TO MEAN THAT THE GRIEVANCE HAS ACCEPTED THE LATEST DETERMINATION MADE. HOWEVER, UPON MUTUAL CONSENT OF THE PARTIES THAT TIME LIMITS FOR ANY STEP MAY BE EXTENDED OR CONTRACTED.

D. STATUTORY RIGHT OF APPEAL

NOTHING CONTAINED IN THIS ARTICLE SHALL ALTER, AMEND, CHANGE, OR AFFECT ANY STATUTORY MANDATED RIGHT OF APPEAL, INCLUDING REVIEW OF DISCIPLINARY MATTERS. SEE N.J.S.A. 11:2A-1, AND N.J.S.A. 40A: 14-15 RESPECTIVELY.

ARTICLE XIII

MANAGEMENT RIGHTS

- A. THE TOWNSHIP HEREBY RETAINS AND RESERVES UNTO ITSELF, WITHOUT LIMITATION, ALL POWERS, RIGHTS, AUTHORITY, DUTIES AND RESPONSIBILITIES CONFERRED UPON AND VESTED IN IT PRIOR TO THE SIGNING OF THIS AGREEMENT BY THE LAWS AND CONSTITUTION OF THE STATE OF NEW JERSEY AND OF THE UNITED STATES, INCLUDING, BUT WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, THE FOLLOWING RIGHTS:
1. THE EXECUTIVE MANAGEMENT AND ADMINISTRATIVE CONTROL OF THE TOWNSHIP GOVERNMENT AND THE ACTIVITIES OF ITS EMPLOYEES.
 2. TO HIRE ALL EMPLOYEES AND SUBJECT TO THE PROVISIONS OF THE LAW, DETERMINE THEIR QUALIFICATIONS AND CONDITIONS FOR CONTINUED EMPLOYMENT, OR ASSIGNMENT AND TO PROMOTE AND TRANSFER EMPLOYEES PROVIDED SUCH EMPLOYEES HAVE THE QUALIFICATIONS AND ABILITY TO PERFORM THE NECESSARY WORK.
 3. TO SUSPEND, DEMOTE, DISCHARGE OR TAKE OTHER DISCIPLINARY ACTION FOR THE GOOD AND JUST CAUSE ACCORDING TO LAW.
 4. THE EXERCISE OF THE FOREGOING POWERS, RIGHTS, AUTHORITY, DUTIES, RESPONSIBILITIES OF THE TOWNSHIP AND THE ADOPTION OF POLICIES, RULES, REGULATIONS, PRACTICES, AND FURTHERANCE THEREOF SHALL BE LIMITED ONLY BY THE SPECIFIC AND EXPRESS TERMS OF THIS AGREEMENT AND THEN ONLY TO THE EXTENT SUCH SPECIFIC AND EXPRESS TERMS HEREOF ARE IN CONFORMANCE WITH THE CONSTITUTION AND LAWS OF THE UNITED STATES, THE STATE OF NEW JERSEY, AND THE LOCAL ORDINANCES OF THE TOWNSHIP OF GREENWICH.

ARTICLE VIV

SEPARABILITY AND SAVINGS

- A. IF ANY PROVISION OF THE AGREEMENT OR ANY APPLICATION OF THIS AGREEMENT TO ANY EMPLOYEE OR MEMBER IS HELD TO BE INVALID BY OPERATION OF LAW BY ANY COURT, ADMINISTRATIVE BODY OR OTHER TRIBUNAL OF COMPETENT JURISDICTION, THEN THE PARTIES AGREE TO REOPEN NEGOTIATIONS WITH RESPECT TO SUCH INVALID PROVISIONS, PROVIDED THE PROVISION IS OF AN ECONOMIC NATURE, CONSISTENT WITH THE LAW RELATING TO NEGOTIATIONS AND INTEREST ARBITRATION AS SET FORTH IN N.J.S.A. 34:13A ET.SEQ. HOWEVER, ALL OTHER PROVISIONS AND APPLICATIONS CONTAINED HEREIN SHALL CONTINUE IN FULL FORCE AND EFFECT AND SHALL NOT BE AFFECTED THEREBY.

- B. THIS AGREEMENT REPRESENTS AND INCORPORATES THE COMPLETE AND FINAL UNDERSTANDING AND SETTLEMENT BY THE PARTIES OF ALL BARGAINABLE ISSUES WHICH WERE OR COULD HAVE BEEN THE SUBJECT OF NEGOTIATIONS. DURING THE TERMS OF THIS AGREEMENT, NEITHER PARTY WILL BE REQUIRED TO NEGOTIATE WITH RESPECT TO ANY SUCH MATTER WHETHER OR NOT COVERED BY THIS AGREEMENT AND WHETHER OR NOT WITHIN THE KNOWLEDGE OR CONTEMPLATION OF EITHER OR BOTH OF THE PARTIES AT THE TIME THEY NEGOTIATED OR SIGNED THIS AGREEMENT.

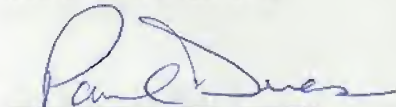
ARTICLE XV

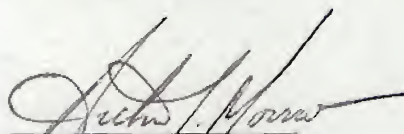
TERM AND RENEWAL

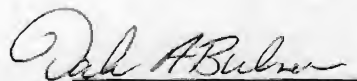
THIS AGREEMENT SHALL BE IN FULL FORCE AND EFFECT RETROACTIVELY TO JANUARY 01, 1995 AND SHALL REMAIN IN EFFECT TO AND INCLUDING DECEMBER 31, 1996. THIS AGREEMENT SHALL REMAIN IN EFFECT FROM THE EXPIRATION DATE OF DECEMBER 31, 1996 UNTIL A NEW AGREEMENT CAN BE REACH BY BOTH PARTIES.

IN WITNESS WHEREOF, THE PARTIES HAVE HEREUNTO SET THEIR HAND AND SEALS AT THE TOWNSHIP OF GREENWICH, COUNTY OF WARREN AND STATE OF NEW JERSEY ON THIS 7TH DAY OF FEBRUARY 1995.

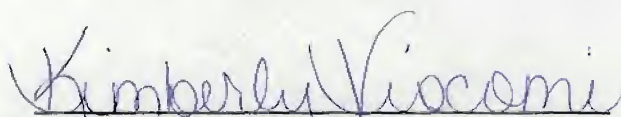
**EMPLOYEES OF THE GREENWICH TOWNSHIP
POLICE DEPARTMENT
P.B.A. LOCAL 280**


PAUL DUERS

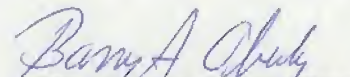

ARTHUR MORROW

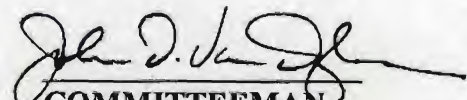

DALE A. BULMER


ATTESTED TO:


**KIMBERLY VISCOMI
TOWNSHIP CLERK**

**TOWNSHIP OF
GREENWICH**


MAYOR


COMMITTEEMAN


COMMITTEEMAN

TOWNSHIP SEAL



ARTICLE XVI

SALARIES

- A. SALARIES FOR EMPLOYEES COVERED BY THIS AGREEMENT SHALL BE AS FOLLOWS:

JANUARY 01, 1995

PATROLMEN STEP 1 (TRAINEE)	\$25,000.00
PATROLMEN STEP 2	\$31,600.00
PATROLMEN STEP 3	\$36,000.00
PATROLMEN STEP 4	\$40,000.00

JANUARY 01, 1996

PATROLMEN STEP 1 (TRAINEE)	\$26,700.00
PATROLMEN STEP 2	\$33,700.00
PATROLMEN STEP 3	\$38,400.00
PATROLMEN STEP 4	\$42,700.00